

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PERUMDA AIR MINUM TIRTA HITTA BULELENG

Oleh

Gebby Veralia Sandra, NIM 2117041033

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) motivasi kerja dan disiplin kerja terhadap kinerja karyawan Perumda Air Minum Tirta Hita Buleleng (2) motivasi kerja terhadap kinerja karyawan Perumda Air Minum Tirta Hita Buleleng, dan (3) disiplin kerja terhadap kinerja karyawan Perumda Air Minum Tirta Hita Buleleng. Subjek dari penelitian ini adalah karyawan tetap yang bekerja di Perumda Air Minum Tirta Hita Buleleng. Pada penelitian ini menggunakan rancangan penelitian kuantitatif kausal. Metode pengumpulan data dilakukan menggunakan kuesioner, dan pengambilan sampel menggunakan simple random sampling sebanyak 107 responden, dan data dianalisis dengan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa (1) motivasi kerja dan disiplin kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan Perumda Air Minum Tirta Hita Buleleng. (2) motivasi kerja memiliki pengaruh negatif dan signifikan terhadap kinerja karyawan Perumda Air Minum Tirta Hita Buleleng. (3) disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan Perumda Air Minum Tirta Hita Buleleng.

Kata kunci: kinerja karyawan, motivasi kerja, dan disiplin kerja

ABSTRACT

This study aims to examine the influence of (1) work motivation and work discipline on the performance of employees at the Tirta Hita Buleleng Regional Drinking Water Company (Perumda Air Minum Tirta Hita Buleleng), (2) work motivation on the performance of employees at the Tirta Hita Buleleng Regional Drinking Water Company (Perumda Air Minum Tirta Hita Buleleng), and (3) work discipline on the performance of employees at the Tirta Hita Buleleng Regional Drinking Water Company (Perumda Air Minum Tirta Hita Buleleng). The subjects of this study were permanent employees at the Tirta Hita Buleleng Regional Drinking Water

Company (Perumda Air Minum Tirta Hita Buleleng). This study used a causal quantitative research design. Data collection was conducted using a questionnaire, and sampling was carried out using simple random sampling of 107 respondents. The data were analyzed using multiple linear regression analysis. The results showed that (1) work motivation and work discipline simultaneously had a significant effect on the performance of employees at the Tirta Hita Buleleng Regional Drinking Water Company (Perumda Air Minum Tirta Hita Buleleng). (2) work motivation had a negative and significant effect on the performance of employees at the Tirta Hita Buleleng Regional Drinking Water Company (Perumda Air Minum Tirta Hita Buleleng). (3) work discipline had a positive and significant effect on the performance of employees at the Tirta Hita Buleleng Regional Drinking Water Company (Perumda Air Minum Tirta Hita Buleleng).

Keywords: employee performance, work motivation, and work discipline

